Deployment Entitlements Briefing

https://www.266fc.hqusareur.army.mil/

PURPOSE

The purpose of this briefing is to review pay entitlements related to service in Task Force Eagle (TFE - SFOR) and Task Force Falcon (TFF - KFOR)

OUTLINE

Temporary Duty (TDY)
Temporary Change of Station (TCS)
Family Separation Allowance (FSA II)
Basic Allowance for Subsistence (BAS)
Basic Allowance for Housing (BAH)
Cost of Living Allowance (COLA)
Hardship Duty Pay - Location (HDP-L)
Hostile Fire Pay (HFP) / Imminent Danger Pay (IDP)
Combat Zone Tax Exclusion (CZTE)
Combat Zone Tax Exclusion Leave (CZTE - L)
Savings Deposit Program (SDP)
Special Leave Accrual (SLA)
Questions

ENTITLEMENTS MAP

HUNGARY: HDP-L – (01 Jan 2001) – Budapest $0 - Other $50, SDP, FSA-II, BAS, Per Diem, SLA

KOSOVO/CAS:
HFP/IDP, SDP, CZTE, FSA-II, BAS, Per Diem, SLA, CZTE-L

CROATIA:
HFP/IDP, SDP, CZTE, FSA-II, BAS, Per Diem, SLA, CZTE-L

BOSNIA:
HFP/IDP, SDP, CZTE, FSA-II, BAS, Per Diem, SLA, CZTE-L

"THE CORNERSTONE OF TCS ORDER

- Consolidated Personnel Policy Guidance (PPG)
  - Changed September 2004
  - Chapters versus Annexes
  - Added Mobilization Guide w/ References / *Great Tool*
  - http://www.odcsper.army.mil/MilitaryPersonnel/policy.asp

TRAVEL STATUS

- Task Force Eagle (TFE-SFOR) and Task Force Falcon (TFF-KFOR) are contingency operations that entitle Soldiers to per diem
- Soldiers are deployed under either Temporary Change of Station (TCS) or Group Travel Orders (Unit Movement Orders)
- $3.50 per day for KFOR and SFOR; all per diem is paid upon **FINAL** travel settlement
- Soldiers do not receive per diem during Rest and Recuperation leaves (R&R)

TCS ORDERS

- A TCS order is to provide a TDY movement order that authorizes various entitlements and authorizations based on a specified Contingency Operation, IAW AR 600-8-105. RC Soldiers entitlements are based on this type of order IAW the JFTR and the Personnel Policy Guidance Message (PPG). http://www.odcsper.army.mil/militarypersonnel/policy.asp

- For Contingency Operations an RC Soldier's Residence (Home/Where Soldier Lives) at time called to Active Duty is the Permanent Duty Station (PDS)

- All Entitlements for an RC Soldier are based on Soldier's PDS (USARC 37-1 sec VII, p **3-19)**

NEW IMA-EUROPE POLICY

- IAW PPG -- Two Separate SNAs Required:
  - SNA for Meals
    - Not Automatic as With TDY Travel
    - Cdr, Memo to BSB S4
    - BSB S4 Issues SNA or PMR Memo
  - SNA for Lodging
    - SSGs & Below - Cdr, Memo to BSB Housing Officer
    - SFC & Above Report to BSB Housing Officer
    - BSB Housing Coordinates with Lodging
    - BSB Housing Officer Issues SNA

INCIDENTAL EXPENSE (IE) RATE

- **<u>All personnel supporting TFE/TFF receive $3.50 per day for IE</u>**

- Per diem rate is based on the mission and availability of lodging and mess

- The Joint Task Force Commander (JTF) has the authority to grant exceptions and authorize a higher per diem where the situation warrants – request must be submitted to USAREUR G1 who will send to EUCOM for final approval

EXAMPLES OF IE

- Fees and tips to bellhops, maids, and porters
- Personal laundry and cleaning of clothing
- Telephone calls necessary to reserve lodging
- Mailing costs associated with filing travel vouchers and paying government charge cards
- Any expenses related to rooms, lodging, or valet service

TDY TRIPS WITH-IN TCS

- Prepare new travel orders (DD Form 1610)
- Submit settlement upon completion of mission to the appropriate servicing finance battalion for settlement:
  - 208th Finance BN for CONUS AC and RC soldiers (TCS over 30 days)
  - Central Region servicing BN for Central Region AC and RC soldiers (TCS over 30 days)

Final Travel Settlement Voucher

- Go to: **https://dfas4dod.dfas.mil/centers/dfasin/travpay/bulletin.htm** for instructions on how to complete Final Travel Settlement Voucher or contact the local finance office for assistance

- Keep copies of all finance related documents, to include LESs

- Active-duty Soldiers must submit their final vouchers to their servicing finance office within 5 days of redeploying

- RC Soldiers submit their final vouchers to their demobilization site who forwards the vouchers to DFAS-IN ATTN: DNO

- Units must keep positive control of vouchers upon return to home station

FAMILY SEPARATION ALLOWANCE
(FSA Type II)

- Payable to Soldiers with dependents who are deployed for more than 30 days
- Entitlement stops if Soldier returns to PDS for more than 30 days during the TCS period
- Married service members with no dependents are entitled to FSA if residing together before being separated (only one member is entitled if both deployed and in different locations)
- Payable at $250 per month ($8.33 per day) and begins the day of departure from home station and ends the day prior to arrival at home station

BASIC ALLOWANCE FOR SUBSISTENCE (BAS)

- BAS is payable to all officers, warrant officers, and enlisted members for the TCS duration
- Soldiers designated as Essential Station Messing (ESM) prior to deployment will have their entitlement changed to BAS Type S (Standard BAS)
- Soldiers drawing Type S or Type R (Ration Not Available (RNA)) will see no change to their entitlement
- BAS is not collected for meals consumed while deployed
- BAS is started the day of departure and ends the day of return to home station
- Provided meals and FSA are additional benefits received by RC Soldiers on TCS assignments

BASIC ALLOWANCE FOR HOUSING (BAH)

- Housing Entitlement Based On:
  - primary duty station (PDS) or
  - principle residence on date of deployment or
  - date called to Active Duty

✓ Basic Allowance for Housing (BAH)

OR

✓Overseas Housing Allowance (OHA)

COST OF LIVING ALLOWANCE
(COLA)

- *Soldiers deploying from an area not qualifying for COLA are not entitled to COLA while deployed on TCS orders*

- COLA at the with-dependents rate will continue as long as command sponsored family members remain in USAREUR

- COLA will not change for Soldiers drawing the without dependent or barracks rate COLA prior to departure

- COLA is one of the differences in pay (USARC PAM 37-1 sec VI) for AC and RC. However, OCONUS COLA is based on maintaining a household and family for Soldiers whose PDS is in Europe, where the cost of living is higher.

HARDSHIP DUTY PAY-LOCATION
(HDP-L)

- Payable to Soldiers within designated areas:

  All Soldiers assigned in Hungary receive $50.00 per month except for Budapest, which is not a designated area. Soldiers in **ALL** areas of Bulgaria receive $150.00 per month effective 01 February 2004.

  Starts on day arrived in HDP-L area if permanently assigned. Stops on day departing designated area for reassignment.

  When TDY, Soldiers must be in designated area 30 days before entitlement starts, with an effective date of the day the Soldier arrived in the area. Entitlement stops on the day the Soldier departed the area.

Hostile Fire Pay/Imminent Danger Pay

(HFP/IDP)

- HFP/IDP is payable for the total land area and airspace of the following countries:
  - Bosnia-Herzegovina
  - Croatia
  - Serbia
  - Macedonia
  - Land / airspace within the former Yugoslavia
  - Kosovo
  - Albania
- **<u>Slovenia is excluded</u>**

Hostile Fire Pay/Imminent Danger Pay (HFP/IDP)

- Any time spent in a designated HFP area qualifies the soldier for HFP for the entire month
- The amount payable is $225 per month

Combat Zone Tax Exclusion

- Designed to benefit members who serve in a hostile area; applies to **Federal Income Taxes Only**
- Applies to members serving in TFE/TFF who are receiving HFP/IDP
- Limit for tax exclusion is $6,315.90 for 2004
- Leave earned while in a CZTE area is also excluded from Federal Income Taxes
- Leave earned in the hazardous duty area is the first leave used after leaving the zone or area for tax purposes

Savings Deposit Program

- All Soldiers assigned in the TFE/TFF area of operation may participate in the program
- Soldiers can contribute up to $10,000 of unallotted current pay and allowances (EOM net pay)
- Earns 10% per annum compounded quarterly
- Deposits can be made by allotment (AC only). This is the preferred method for AC Soldiers
- RC Soldiers can only make deposits at their servicing Finance Office by cash, check, or money order. AC Soldiers can also make deposits in this manner.

Special Leave Accrual (SLA)

- Proponent is ODCSPER
- Governed by AR 600-8-10 (Leaves and Passes)
- Intent – provide relief to Soldiers not allowed leave during lengthy deployments or periods of hostility
- SLA is not an additional form of leave
- SLA is the authority to exceed a 60–day leave balance at the year end

Special Leave Accrual (SLA)

- Two types of SLA:

– Served in a HFP / IDP for 120 continuous days

OR

- Served in a HFP / IDP area for less than 120 continuous days or deployed for any length of time in a non HFP / IDP qualifying area

- Supported an operation without deploying and unable to take all leave in excess of 60 days

Special Leave Accrual (SLA) continued

- Type I approval is automatic and reflects on EOM October LES

- NDAA 2004 authorizes Type I SLA maximum of 120-days carryover into new FY

- PERSCOM is approving authority after endorsement from first LTC or higher commander for Type II

- By law, Soldiers can only accumulate up to 90 days leave; all leave beyond 90 days is lost

Special Leave Accrual (SLA)

- Time limits on use of SLA:

– Soldiers deployed in a HFP area - 3 Fiscal Years

– All others have 1 fiscal year after the fiscal year qualifying service ended

- SLA cannot be sold

- After approval, leave is debited from the leave account using last in first out (LIFO) method

- SLA myth: Once SLA is approved, soldiers can maintain the approved balance above 60 days for the 3 fiscal years

Deployment Entitlements

Combat Zone

Single Soldier, No Dependents

Entitlements	PFC	SPC	SGT	SSG	SFC	1SG / MSG	CSM / SGM
Combat Zone Tax Exclusion [1]	$260.67	$316.20	$347.05	$402.63	$547.27	$647.61	$800.77
Per Diem [2]	$105.00	$105.00	$105.00	$105.00	$105.00	$105.00	$105.00
BAS (Additional) [3]	$228.75	$228.75	$228.75	$228.75	$0.00	$0.00	$0.00
Hostile Fire Pay [4]	$225.00	$225.00	$225.00	$225.00	$225.00	$225.00	$225.00
Family Separation Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hardship Duty Pay - Location	Note 6	Note 6	Note 6	Note 6	Note 6	Note 6	Note 6
Total Per Month	$819.42	$874.95	$905.80	$961.38	$877.27	$977.61	$1,130.77

1. Combat Zone Tax Exclusion (CZTE)- Areas designated as combat zones are exempt from paying Federal Income Tax. Officers are limited to $6,315.90
   (CSA's pay of $6,090.90 + $225 for HFP) for tax exclusion. These CZTE figures are estimates.
2. Per Diem- $3.50 per day. For KFOR and SFOR, all per diem is paid upon travel settlement.
3. BAS- Deployed soldiers are authorized BAS Type S (Standard BAS) for period of deployment. Amount reflects difference between Type S ($254.56) less
   the difference in the Essential Station Messing monthly discount meal rate ($25.81). BAS is paid on a daily rate. The amount shown is based on a 30-day
   month. Soldiers SFC and above receive BAS automatically.
4. Hostile Fire Pay (HFP)- Areas designated as hostile fire pay areas are entitled to $225/month.
5. Family Separation Allowance (FSA-II)- Single soldiers without dependents are not entitled to FSA-II.
6. Hardship Duty Pay (HDP)- Rates are based on location and the designation of that area. Currently, all soldiers in Hungary are entitled to $50 per month except Budapest which has no entitlement .

Deployment Entitlements

Combat Zone

Married Soldier, 2 Dependents

Entitlements	PFC	SPC	SGT	SSG	SFC	1SG / MSG	CSM / SGM
Combat Zone Tax Exclusion [1]	$206.44	$250.42	$274.85	$318.87	$444.43	$512.89	$634.18
Per Diem [2]	$105.00	$105.00	$105.00	$105.00	$105.00	$105.00	$105.00
BAS (Additional) [3]	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Hostile Fire Pay [4]	$225.00	$225.00	$225.00	$225.00	$225.00	$225.00	$225.00
Family Separation Allowance	$250.00	$250.00	$250.00	$250.00	$250.00	$250.00	$250.00
Hardship Duty Pay – Location	Note 6	Note 6	Note 6	Note 6	Note 6	Note 6	Note 6
Total Per Month	$786.44	$830.42	$854.85	$898.87	$1,024.43	$1,092.89	$1,214.18

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2. Per Diem- $3.50 per day. For KFOR and SFOR, all per diem is paid upon travel settlement.
3. BAS- Married soldiers receive BAS automatically.
4. Hostile Fire Pay (HFP)- Areas designated as hostile fire pay areas are entitled to $225/month.
5. Family Separation Allowance (FSA-II)- Payable to soldiers with dependents, starting after 30 days of separation.
6. Hardship Duty Pay (HDP)- Rates are based on location and the designation of that area. Currently, all soldiers in Hungary are entitled to $50 per month except Budapest which has no entitlement.

Deployment Entitlements

Combat Zone
Single Officer, No Dependents

Entitlements	2LT	1LT	CPT	MAJ	LTC	COL
Combat Zone Tax Exclusion [1]	$320.33	$470.30	$782.68	$1,076.15	$1,136.53	$1,281.73
Per Diem [2]	$105.00	$105.00	$105.00	$105.00	$105.00	$105.00
BAS (Additional) [3]	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Hostile Fire Pay [4]	$225.00	$225.00	$225.00	$225.00	$225.00	$225.00
Family Separation Allowance	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Hardship Duty Pay - Location	Note 6	Note 6	Note 6	Note 6	Note 6	Note 6
Total Per Month	$650.33	$800.30	$1,112.68	$1,406.15	$1,466.53	$1,611.73

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Deployment Entitlements

Combat Zone
Married Officer, 2 Dependents

Entitlements	2LT	1LT	CPT	MAJ	LTC	COL
Combat Zone Tax Exclusion [1]	$56.81	$75.99	$115.03	$151.70	$165.76	$177.39
Per Diem [2]	$105.00	$105.00	$105.00	$105.00	$105.00	$105.00
BAS (Additional) [3]	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Hostile Fire Pay [4]	$225.00	$225.00	$225.00	$225.00	$225.00	$225.00
Family Separation Allowance [5]	$250.00	$250.00	$250.00	$250.00	$250.00	$250.00
Hardship Duty Pay - Location [6]	Note 6	Note 6	Note 6	Note 6	Note 6	Note 6
Total Per Month	$636.81	$655.99	$695.03	$731.70	$745.76	$757.39

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   (CSA's pay of $6090.90 + $225 for HFP) for tax exclusion. These CZTE figures are estimates.
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3. BAS- All officers receive BAS automatically.
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Questions?